



April 24, 2020

Via Electronic Mail

REACT Program
State Trade and Rapid Response Coordinator
Steven Gustafson
MSC 229, 107 E. Madison St
Tallahassee, FL 32399-4137
WARNnotices@deo.myflorida.com

RE: Notice Under Worker Adjustment and Retraining Notification Act

Dear Steven Gustafson:

Beginning on March 12, 2020, state and local governments, working at the urging of the United States Center for Disease Control and Prevention, in response to the unforeseeable and unexpected COVID-19 pandemic imposed legal restrictions on the scope and method of restaurant operations, including, but not limited to, dining room closures. As a result of COVID-19 and these federal and state actions, OS Restaurant Services, LLC. ("Company") (FEIN 59-3549811) has significantly reduced the number of working hours for the vast majority of its restaurant employees. While the Company has not yet terminated the employment of any restaurant employee, and does not have current plans to terminate the employment of any restaurant employee, the Company believes the sudden and unexpected reduction of hours could constitute a layoff within the meaning of the Worker Adjustment and Retraining Notification ("WARN") Act, (29 U.S.C. §2101 *et seq.*) and related state laws if it continues. Therefore, while it is the Company's hope that normal operations and hours resume before any obligations created by WARN or a related state law arise, in an abundance of caution please accept this letter as notice of a WARN event beginning March 15, 2020, as business circumstances were not reasonably foreseeable at the time that notice would have been required.

This is anticipated to affect the Company's restaurants nationally. A copy of the Company's impacted restaurants, job titles, and the number of employees in each job title affected by the reduction are identified under Exhibit A. Affected employees will be notified electronically or by mail the week of April 27, 2020. At this time, the Company does not anticipate any future layoffs. If further changes occur, the Company will notify affected employees accordingly.

The Company expects this change to be temporary and is hopeful that employees will be recalled to hours approximately equivalent to pre-pandemic hours. There is no severance pay or "bumping rights" that exist, and there are no employees represented by a labor union. Additional state-specific information is set forth in Schedule A, attached hereto. The Company is optimistic that operations will resume as normal when the current COVID-19 pandemic has been contained. In the meantime, we have provided four weeks of relief pay to employees with vastly reduced hours.

For further information regarding this action, you may contact the Employee Relations Department by email at ER@bloominbrands.com or Ivette Kaptzan, Employee Relations Manager, by email at ivettekaptzan@bloominbrands.com, or by telephone at 813-282-1225.

Sincerely,

Marquis W. Heilig
VP, Litigation



State	Total Locations	Number of Affected Employees
Florida	219	15,643

State	Location	Address	Job Titles	Number of Affected Employees
-------	----------	---------	------------	------------------------------

Florida	4542 AGO Brandon FL	459 Brandon Town Center Dr., Brandon, Florida 33511 (813) 402-3200	TOTAL	18
			Aussie FOH	15
			General Manager	1
			MANAGER	1
			MIT	1

Florida	Fleming's #2001	4322 West Boy Scout Boulevard, Tampa, Florida 33607 (813) 874-9463	TOTAL	73
			AM PREP	4
			CHEF PARTNER	1
			DBACKWAITER	15
			DBAR	6
			DBROILER	3
			DCOCKTAIL	2
			DDISH	3
			DHOST	4
			DPANTRY	4
			DSAUTE	3
			DSERVER	14
			Executive Sous Chef	2
			LHOST	1
			MAINTENANCE	3
			MANAGER	2
			Managing Partner	1
PDBACKWAITER	1			
Private Dining Dir	1			
Senior Manager	2			
SOUS CHEF	1			

State	Total Locations	Number of Affected Employees
Florida	219	15,643

State	Location	Address	Job Titles	Number of Affected Employees
Florida	Fleming's #2002	8985 Tamiami Trail North, Naples, Florida 34108 (239) 598-2424	TOTAL	69
			ADMN	1
			AM PREP	6
			CHEF PARTNER	1
			DBACKWAITER	13
			DBAR	7
			DBROILER	3
			DDISH	4
			DHOST	2
			DPANTRY	5
			DSAUTE	2
			DSERVER	16
			LHOST	3
			MANAGER	2
			Managing Partner	1
			PDSERVER	1
Private Dining Dir	1			
SOUS CHEF	1			

Florida	Fleming's #2003	2001 Siesta Drive, Sarasota, Florida 34239 (941) 358-9463	TOTAL	57
			AM PREP	1
			CHEF PARTNER	1
			DBACKWAITER	9
			DBAR	5
			DBROILER	1
			DDISH	2
			DHOST	7
			DPANTRY	4
			DSAUTE	2
			DSERVER	18
			MAINTENANCE	2
			MANAGER	2
			Managing Partner	1
			Private Dining Dir	1
			SOUS CHEF	1

State	Total Locations	Number of Affected Employees
Florida	219	15,643

State	Location	Address	Job Titles	Number of Affected Employees
-------	----------	---------	------------	------------------------------

Florida	Fleming's #2004	933 North Orlando Avenue, Suite #A, Winter Park, Florida 32789 (407) 699-9463	TOTAL	64
			AM PREP	3
			CHEF PARTNER	1
			DBACKWAITER	12
			DBAR	5
			DBROILER	2
			DDISH	2
			DHOST	6
			DPANTRY	2
			DSAUTE	5
			DSEVER	19
			MAINTENANCE	2
			MANAGER	1
			Managing Partner	1
			Private Dining Dir	1
SOUS CHEF	2			

Florida	Fleming's #2005	2525 Ponce De Leon Boulevard, Suite #122, Coral Gables, Florida 33134 (305) 569-7995	TOTAL	60
			ADMN	1
			AM PREP	2
			BACKWAITER TRAINEE	1
			CHEF PARTNER	1
			DBACKWAITER	7
			DBAR	7
			DBROILER	3
			DDISH	3
			DHOST	4
			DPANTRY	4
			DSAUTE	2
			DSEVER	15
			LSERVER	1
			MAINTENANCE	2
			MANAGER	3
			Managing Partner	1
			PDSERVER	1
Private Dining Dir	1			
SOUS CHEF	1			

State	Total Locations	Number of Affected Employees
Florida	219	15,643

State	Location	Address	Job Titles	Number of Affected Employees
Florida	Fleming's #2006	600 Grand Boulevard, Suite #M105, Sandestin, Florida 32550 (850) 269-0830	TOTAL	48
			AM PREP	1
			BBIU TRN FOH	1
			DBACKWAITER	12
			DBAR	4
			DBROILER	2
			DDISH	3
			DHOST	6
			DPANTRY	2
			DSAUTE	1
			DSERVER	10
			MANAGER	2
			Managing Partner	1
			SOUS CHEF	1
TRE BOH	1			
TREHOST	1			

Florida	Fleming's #2007	8030 Via Dellagio Way, Orlando, Florida 32819 (407) 352-5706	TOTAL	49
			ADMN	1
			DBACKWAITER	9
			DBAR	2
			DBROILER	4
			DDISH	2
			DHOST	4
			DPANTRY	1
			DSAUTE	3
			DSERVER	15
			KEY	1
			MAINTENANCE	1
			MANAGER	2
			Managing Partner	1
Private Dining Dir.	1			
SOUS CHEF	2			

State	Total Locations	Number of Affected Employees
Florida	219	15,643

State	Location	Address	Job Titles	Number of Affected Employees
-------	----------	---------	------------	------------------------------

Florida	Fleming's #2008	600 Brickell Avenue, Suite #150, Miami, Florida 33131 (786) 915-8790	TOTAL	80
			AM PREP	4
			CHEF PARTNER	1
			DBACKWAITER	16
			DBAR	8
			DBROILER	3
			DDISH	2
			DHOST	7
			DLINE COOK	1
			DPANTRY	4
			DSAUTE	2
			DSERVER	18
			LBROILER	1
			LPANTRY	1
			LSAUTE	1
			MANAGER	2
			Managing Partner	1
			MTG FOH	1
			PDBACKWAITER	1
			PM PREP	1
Private Dining Dir	1			
Senior Manager	2			
SOUS CHEF	2			